

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY, CALIFORNIA
AND RECORD OF ACTION**

August 31, 1999

FROM: KEVIN G. THOMAS, Director
Department of Community and Cultural Resources – Museums Division

SUBJECT: EMPLOYMENT AGREEMENT WITH ERIC SCOTT AS MUSEUM CURATOR

RECOMMENDATION:

1. Terminate Agreement No. 94-23 with Eric Scott, Field Supervisor of the Paleontological Resource Assessment Program (PRAP) effective August 31, 1999.
2. Approve Employment Agreement with Eric Scott Museum Curator from August 31, 1999 to August 31, 2001, increasing the hourly compensation rate from \$17.48 to \$20.73.

BACKGROUND INFORMATION: On January 11, 1994, the Board of Supervisors approved an employment agreement (No. 94-23) with Eric Scott as the Field Supervisor of the Paleontological Resource Assessment Program (PRAP). The term of this agreement was for a period of twelve (12) months with the provision that this contract would be automatically renewed on a yearly basis. Under this agreement, the Department required Mr. Scott to supervise the Museum staff during excavation, identification, and storage of fossils at various project sites.

Subsequent to the Board's approval of agreement No. 94-23, the Department assigned Mr. Scott additional duties not included under the agreement. Specifically, these additional duties were to curate other Museum collections, design educational materials, research for preparation of exhibits, and other tasks necessary to assist in meeting standards of accreditation set forth by the American Association of Museums. Because of these added responsibilities, the Department recommends the termination of the existing agreement with Mr. Scott and the approval of a new agreement at a greater hourly compensation rate. Mr. Scott, who will be classified as a Museum Curator, will report directly to the Senior Curator who manages the PRAP Program.

Approval of these recommendations would terminate the original agreement and approve a new contract with Mr. Scott. This action would immediately increase Mr. Scott's hourly compensation rate from \$17.48 to \$20.73. This 19% raise is commensurate with current market rates and will compensate Mr. Scott for the aforementioned additional duties. In addition, Mr. Scott's hourly compensation rate will be increased to \$21.25 and \$21.99 on July 1, 2000 and June 30, 2001 respectively. The 2.5% and 3.5% raises are commensurate with other County employees. All other terms of the contract will remain intact, including the carry-forward of existing leave accumulations and accrual rates and the County's Benefit Plan. Mr. Scott is not eligible for the County's Retirement System, but has the option to participate in the County's P.S.T. Deferred Compensation Plan.

Record of Action of the Board of Supervisors

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The proposed agreement is for a period of twelve (12) months. The agreement shall be automatically renewed each year on the anniversary date of the execution of this agreement. Either party may terminate this agreement at any time without cause by giving the other party a fifteen (15) day written notice of termination.

REVIEW BY OTHERS: This agreement has been reviewed for legal form by Andy Hartzell, Deputy County Counsel, on August 23, 1999, and by Human Resources and Risk Management.

FINANCIAL IMPACT: Staff estimates that approval of this item would result in approximately an additional \$8,000 annually in salary and benefit expense. The Department has sufficient appropriations available in its FY 1999/00 budget (AAA-CCM) to fund this additional cost.

SUPERVISORIAL DISTRICT(S): All

PRESENTER: Paul Oles, 307-0748